

Office of School Board Attorney  
Walter J. Harvey, School Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. ORENTAL J. ADAMS, DOAH Case No. 14-5117TTS**

On October 7, 2014, the School Board suspended Orenthal J. Adams ("Respondent"), a teacher, without pay and initiated dismissal proceedings against him for just cause including of Misconduct in Office; Gross Insubordination; violation of School Board Policies 3210, *Standards of Ethical Conduct*; 3210.01, *Code of Ethics*; 3213, *Student Supervision and Welfare*; 3120, *Employment of Instructional Staff*. Respondent timely requested an administrative hearing.

On June 15, 2015, Administrative Law Judge Darren A. Schwartz of the Division of Administrative Hearings ("DOAH") presided over Respondent's administrative hearing. Judge Schwartz issued his Recommended Order on September 4, 2015 recommending that the School Board rescind its decision to suspend Respondent without pay and dismiss him from further employment with the District. Subsequent to the Final Hearing

We recommend that the School Board accept the Recommended Order as the School Board's Final Order, and to include additional findings with respect to Respondent's employment. After the final hearing in this case, Respondent was terminated from further employment with the District because he no longer held a valid teaching certificate. Accordingly, the portion of the Recommended Order reinstating Respondent to his previous employment is now moot since he is no longer qualified for employment as a teacher. As such, we recommend that the Final Order include language precluding reinstatement to his former employment position. A copy of the Recommended Order is being furnished to the Board under separate cover with a copy of the proposed Final Order for the Board's consideration.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida enter a Final Order adopting the Administrative Law Judge's Recommended Order in the case of The School Board of Miami-Dade County, Florida v. Orenthal J. Adams, DOAH Case No. 14-5117TTS, as the School Board's Final Order, awarding Respondent back-pay from October 8, 2014 through February 17, 2015 and make additional findings as indicated in the Final Order.